



Montgomery County Anti-Hate Task Force Black/African American Cohort Presentation

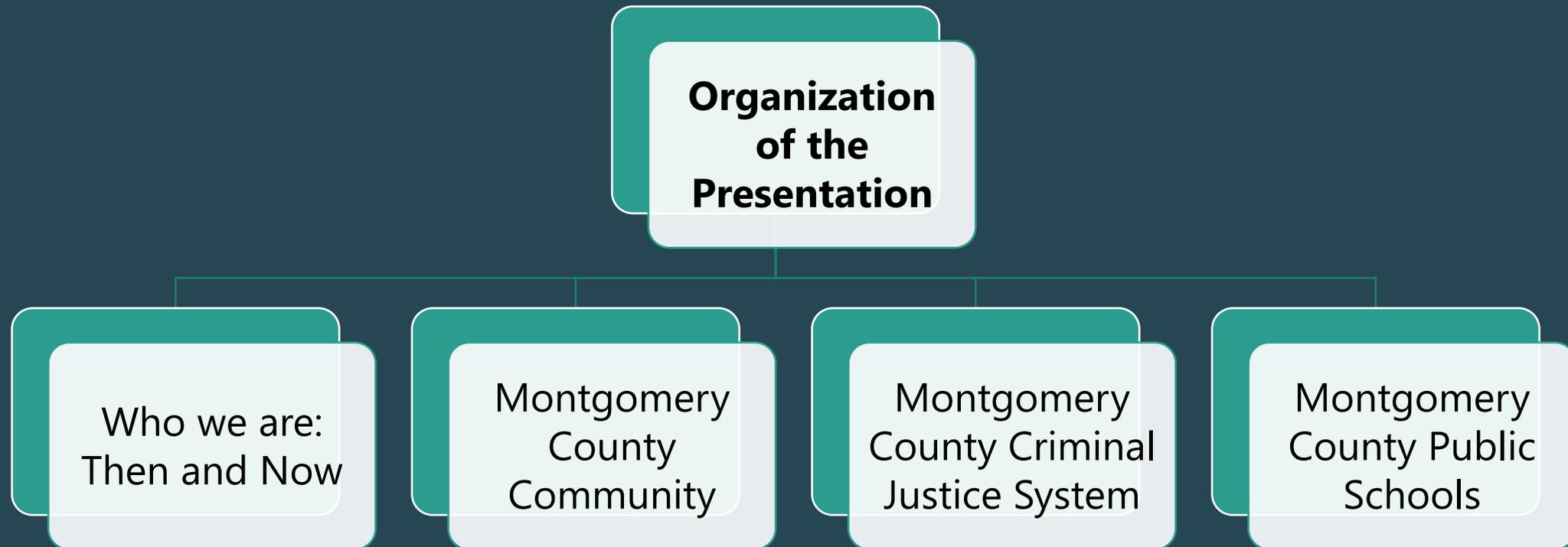
October 26, 2023, 7:00 pm

WE STILL HAVE A DREAM THAT HATE CAN BE IRRADICATED

Members of the Black/African American Anti-Hate Task Force Committee

- Ron Wright, Co-Chair, TPCBC/Black Ministries Conference
- Tiffany Kelly, Co-Chair, Rose Pedals Consulting
- Rev. James Boney, Black Ministries Conference
- Jacqueline Dennard, The People's Community Baptist Church
- Joseph Hooks, 480 Club Founder
- Lisa Taylor, Committee Against Hate/Violence Chair
- James Stowe, Director of Office of Human Rights for Montgomery County

Order of Presentation



Who are we?

African American history began in the 16th century, with Africans from West and Central Africa being sold to European slave traders and transported across the Atlantic to the Western Hemisphere and sold as slaves.



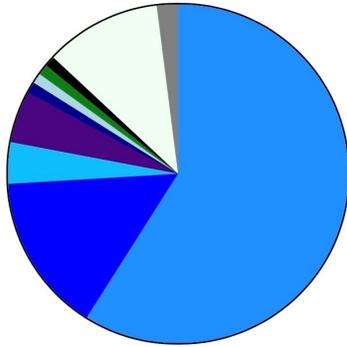
Who are we?

Black/African Americans are . . .

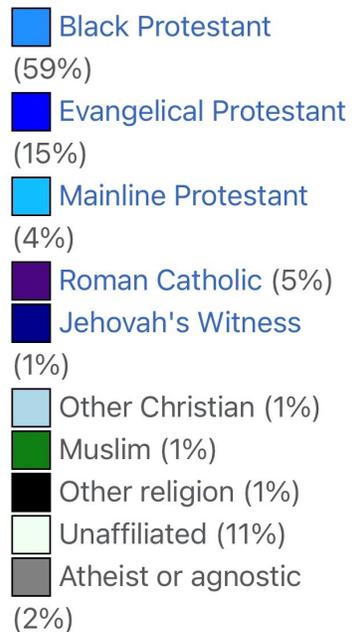
- An ethnic group consisting of Americans with partial or total ancestry from any of the Black racial groups of Africa.
- **14.2%** of the total US population (total population in the US – 46,936,733) (2020 US Census).
- **18.4%** of the total Montgomery County population (1,089,145) (2023 Census Update).
- The **third largest racial ethnic group** in the U.S. after White Americans and Hispanic and Latino Americans.
- A sizable share of Black Americans have recent immigrant connections (PEW Research Center). **About 12% of Black people were born in a foreign country**



Religious demographics



Religious affiliation of African Americans^[3]



Who are we?

- Largest religious affiliation for Black/African Americans in the United States:

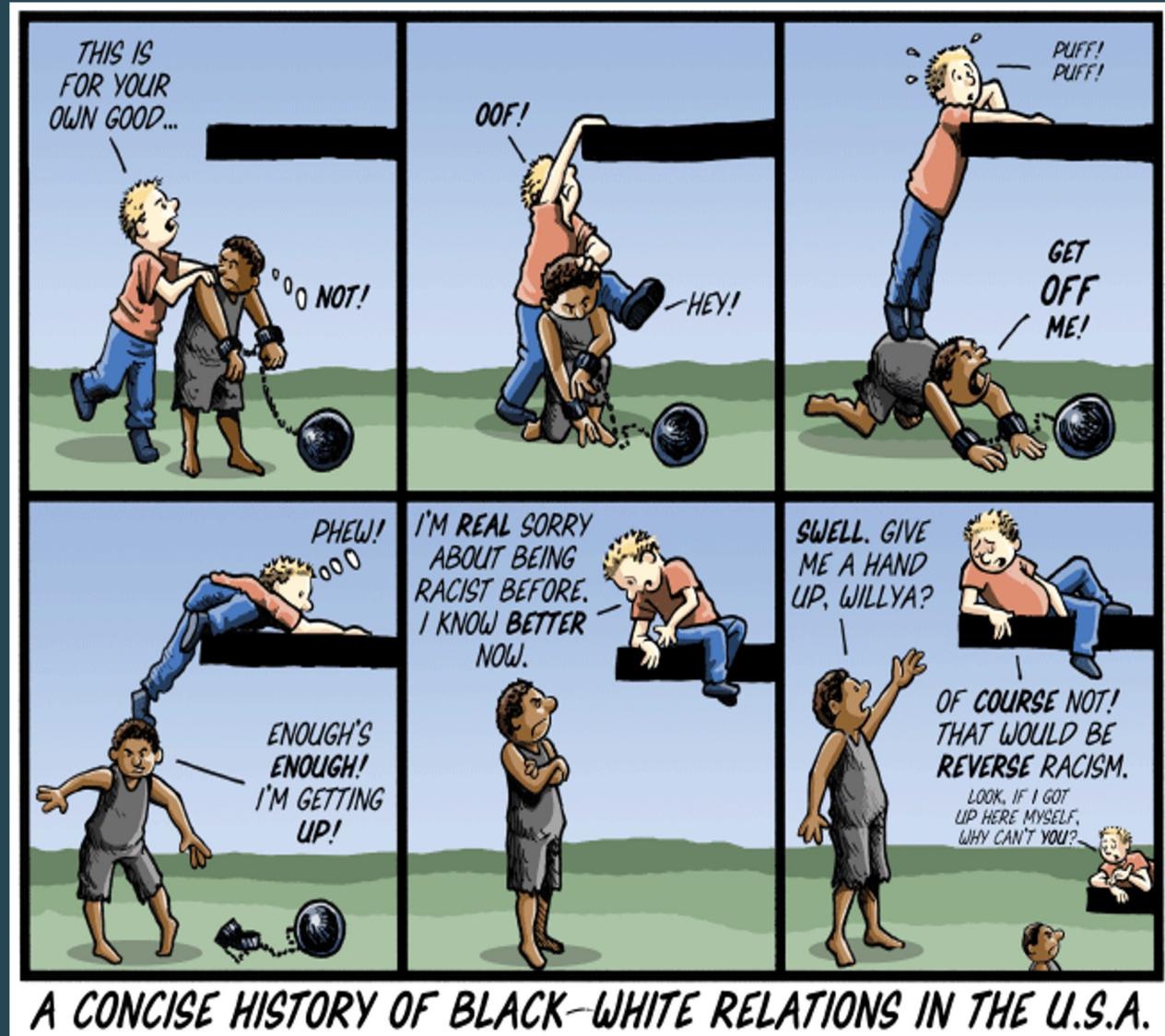
Protestant

We practice many Religions. For example, Montgomery County does not collect data based on religious tradition, but it reports that it has approximately **15 Mosques in the county.**

Why is Slavery Still Relevant Today?

- The free labor of slavery enabled America to grow into a world power with the sale of tobacco and cotton on the world market.
- After the Civil War – Blacks were “free” – but little was done to lift them to the same economic level as White America.
- Thus, it was this original sin charged with hate that continues to be the gateway for Hate/Bias Incidents Against Black and African Americans.

Dr. Kris Marsh, PhD –
University of Maryland



History of Hate- Bias

- 1619** Africans (20-30) brought to America – Fort Monroe in Hampton, Virginia and sold as slaves.
-
- 1866-
1955** The Peonage of Sharecropping: Worked to extend the servitude and enslavement of Black and African American people.
-
- 1896-
1954** Jim Crow Segregation creating separate but not equal.
-
- 1882 -
1967** Numerous lynching of Blacks by Whites without a trial. 200 Bills were presented to US Congress to outlaw lynching. Every time bills failed.
-
- 1619-
present** Systemic Police brutality and killing of black people.
-

Who are we? Black/African Americans are . . .

- **1, 944 police killings** of Black people between **2013-2019** in the United States
- Of those police killings, charges were brought against police officers in **3 percent** of the cases.
- **Fewer than 1 percent** of the police were **convicted** of a crime

- **Cell phones hold police accountable**



Methodology for Our Work

Conducted a **survey** of pastors, ministers and church members

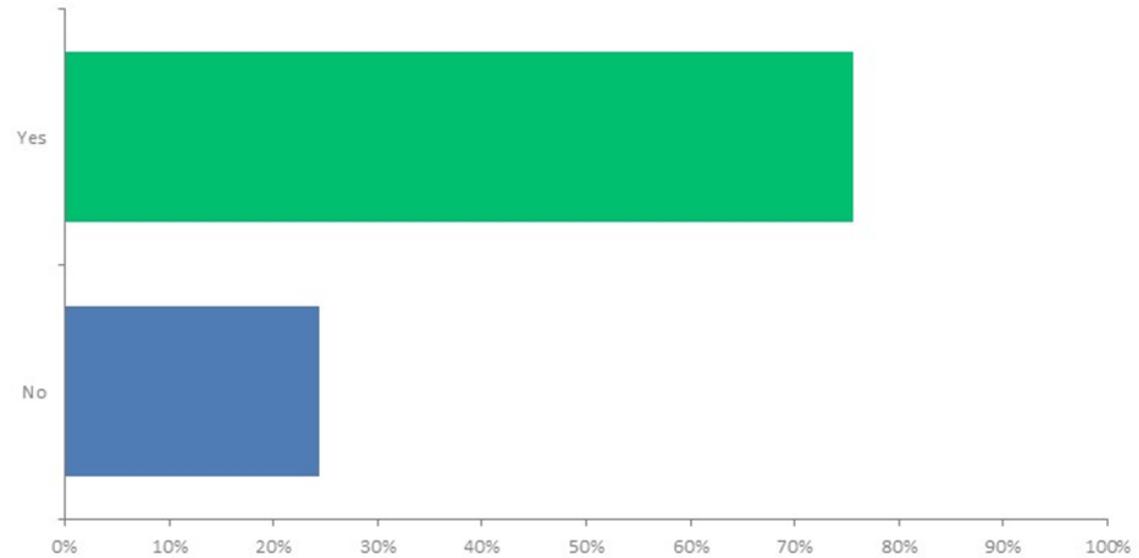
Held listening sessions with MCPS, the NAACP, and other Community Members

Reviewed available data from the Montgomery County Public Schools, Montgomery County Police Department, Maryland State and Non-Governmental Organizations

Survey Says...

Q2: Do you feel you have been a victim of racism or discrimination in Montgomery County, Maryland?

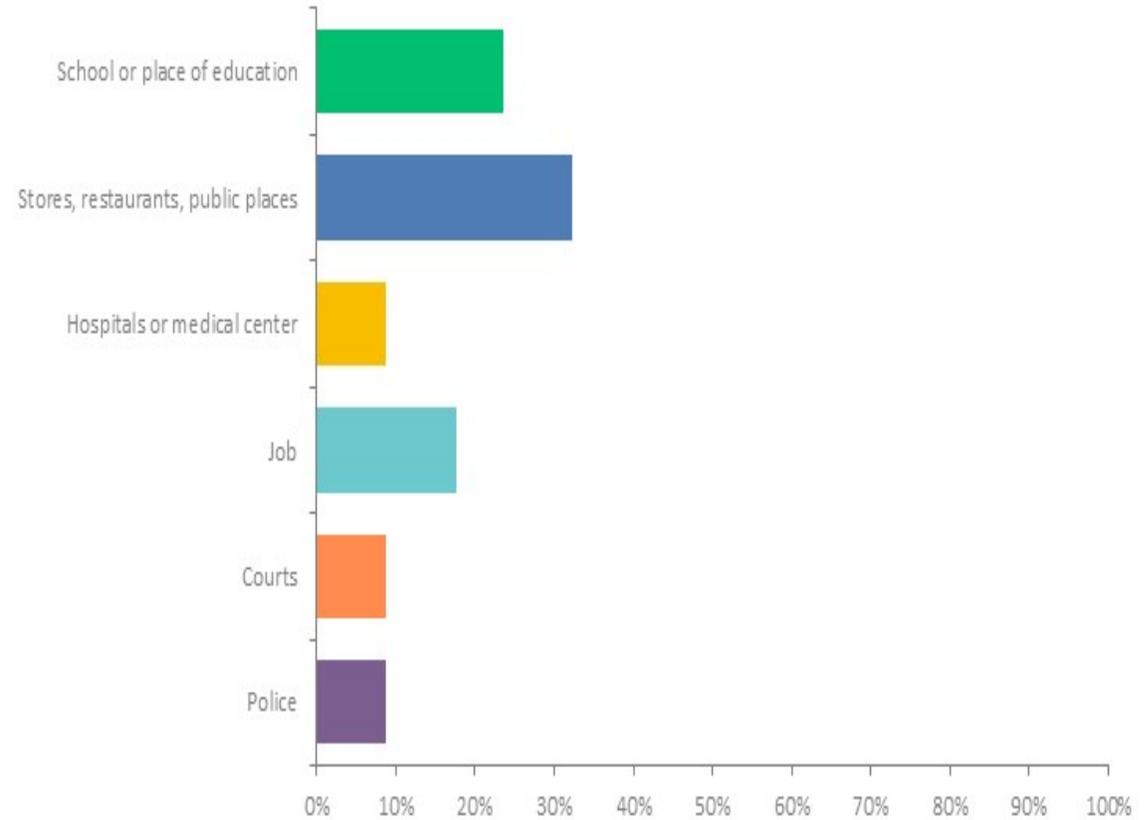
Answered: 45 Skipped: 2



Where does racism occur?

Q3: Where did the racism or discrimination occur?

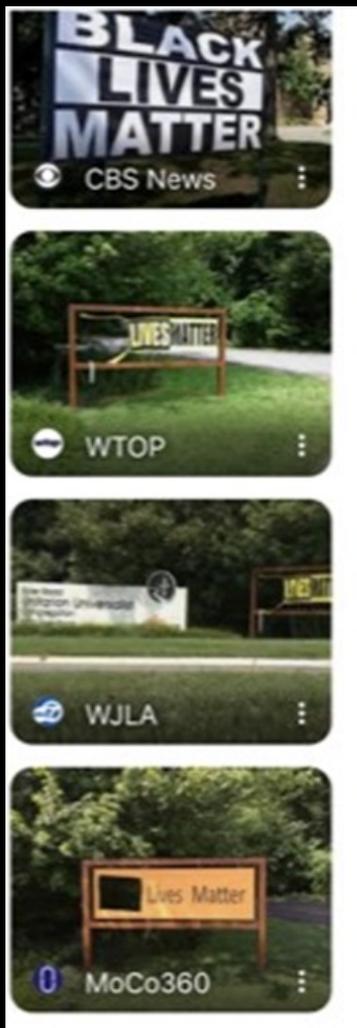
Answered: 34 Skipped: 13



**Black Ministers
Conference
Recommendations
Include. . .**

1. Fight to raise the awareness of the impacts of racism and discrimination. Stronger enforcement of race hate-bias laws and racism/discrimination laws.
2. From the top down, starting with ALL elected offices and leadership within the county – seek to truly understand the impact of white privilege thinking, discriminatory practices, and systemically ingrained biases and their impact on the victims. We have officials that believe they are open and not biased however they simply do not understand the depths to which practices have been historically ingrained in our society and the impact they have on victims.
3. Both racism and discrimination can be very subtle. Recommend Education to identify these behaviors early.
4. Timely reporting of race hate-bias incidents, and holding the person/group/organization accountable will be a start. Penalties should include: financial fines, possible jail time, and identification on public lists for their hate crimes.
5. Call it out and stop using politically correct language. Instead call a racist a racist. Have our white neighbors acknowledge they are still benefiting from years of racism.

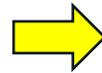
Hate in Montgomery County at Churches



- June 13, 2023: Ark & Dove Presbyterian Church Piney Orchard Parkway in Odenton had Black Lives Matter and Pride **signs were vandalized**
- November 2016 – In Silver Spring, Maryland - The word **“Black” was cut out of the sign**, leaving the message “Lives Matter” outside Christ Congregational Church
- 2006 -- St. Mark's United Methodist Church in Gaithersburg, Maryland, a predominantly African American church where a **black swastika was painted** on the white front door
- 2006 – Seneca Community Church in Germantown Maryland, a predominantly African American, **church was defaced**

Data from
the
State of
Maryland

2022
Bias
Report



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Reporting County	Total Incidents	% ±	Verified	% *	Inconclusive	% **	Unfounded	% ***
Allegany	1	<1%	0	0%	1	100.0%	0	0%
Anne Arundel	57	12.3%	1	1.8%	56	98.2%	0	0%
Baltimore City	15	3.2%	14	93.3%	1	6.7%	0	0%
Baltimore	98	21.1%	61	62.2%	37	37.8%	0	0%
Cecil	4	<1%	3	75.0%	0	0%	1	25.0%
Charles	22	4.7%	2	9.1%	20	90.9%	0	0%
Frederick	13	2.8%	10	76.9%	3	23.1%	0	0%
Harford	30	6.5%	12	40.0%	10	33.3%	8	26.7%
Howard	53	11.4%	6	11.3%	47	88.7%	0	0%
Kent	1	<1%	1	100.0%	0	0%	0	0%
Montgomery	159	34.2%	3	1.9%	150	94.3%	6	3.8%
Prince George's	7	1.5%	4	57.1%	3	42.9%	0	0%
St. Mary's	3	<1%	2	66.7%	1	33.3%	0	0%
Washington	1	<1%	1	100.0%	0	0%	0	0%
Wicomico	1	<1%	0	0%	1	100.0%	0	0%
Total	465	-	120	-	330	-	15	-

Figure 14: Highlighted here are the total incidents and incident classifications for each reporting jurisdiction in 2022.

± Percent of total incidents.

* Percent of verified over total incidents reported by county.

** Percent of inconclusive over total incidents reported by county.

*** Percent of unfounded over total incidents reported by county.

2022 Bias Report

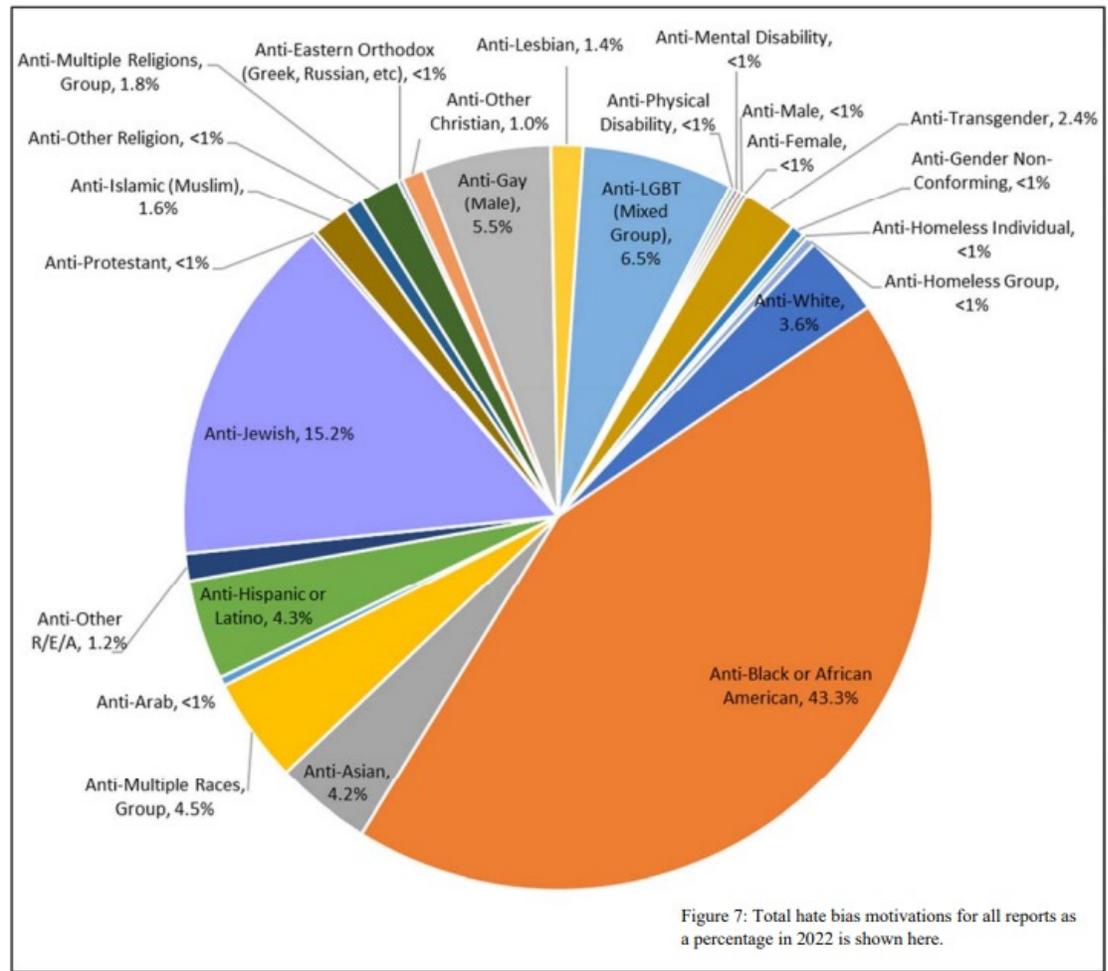


Figure 7: Total hate bias motivations for all reports as a percentage in 2022 is shown here.

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Criminal Justice System and Hate Crimes

- For the period of January 2023 through September 2023, there were a total of **82 incidents** against Black/African Americans, including MCPS students. 61% (50 incidents) occurred against students within MCPS at an average of **9 incidents per month**. Source: MCPD Monthly Bias Reports

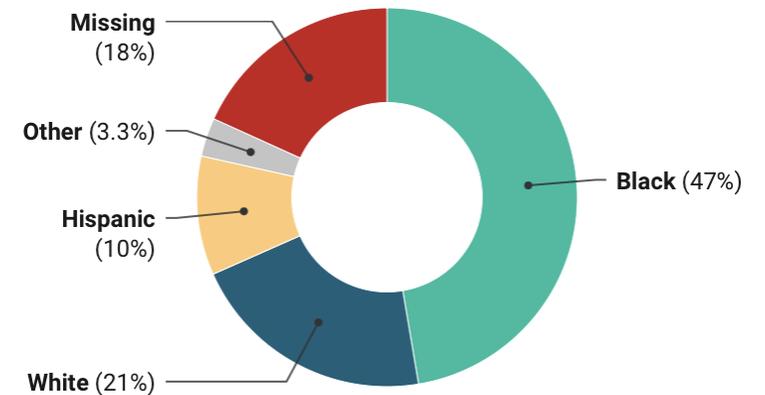
Criminal Justice System and Hate Crimes

- The Black Community does not report hate/bias incidents to the police often because they believe **no remedial action** will be taken. For example, a mixed-race couple (black-white) was on their daily evening walk when a white male in a car followed them and yelled **racial slurs** at them. When they called the police **no action was initially taken.**

Criminal Justice System and Hate Crimes

- The data suggests that Black/African Americans are disproportionately charged with criminal activity as compared to Whites.
- There appears to be a lower rate of prosecution when Black/African Americans are victimized by hate/bias crimes.
- This may lead to distrust in the system resulting in underreporting and non-reporting.

Cases Filed, by Defendant Race 2022



Defendant race and ethnicity is derived from the referring law enforcement agency report. Cases grouped by date filed.

[Get the data](#) • Created with [Datawrapper](#)

A Trend in Perpetrators

- A large majority of the hate crimes/incidents were **committed by white** males who primarily **expressed animus based on race, ethnicity and ancestry**, in the forms of **physical assault, intimidation by racial slurs**, and/or **vandalism or defacement** of personal property. Many of them can be linked to established national and/or local hate groups some operating right here in Montgomery County. Yet seldom are white male perpetrators prosecuted for their crimes against Black/African American people

Messaging in Law Enforcement and Hate Crimes

Montgomery County Police Department's messaging can appear to be biased against members of the Black/African American Community who are Muslim. While Antisemitism is a problem in Montgomery County, so is Islamophobia. We encourage MCPD to ensure its messaging makes all of its citizen feel safe.

MONTGOMERY COUNTY POLICE DEPARTMENT

In response to the Israeli-Palestinian conflict, the Montgomery County Department of Police has taken steps to enhance the safety of our Jewish community. We have increased police presence around religious institutions located within the county.

As of now, there are no known threats in Montgomery County. MCPD is actively monitoring the situation and is committed to taking proactive measures to ensure the security and well-being of all our residents. We remain dedicated to fostering a safe and inclusive community for everyone.



Marcus G. Jones
Chief of Police

Police Reports of Anti-Hate

<https://www.montgomerycountymd.gov/pol/data/monthly-hate-bias-summaries.html>

On 9/13/2023, a physical confrontation occurred where boyfriend's mother shouted, "I hate you, you N-word." The mother did not approve of the relationship. Case #: 230054837

On 9/16/2023, an unknown driver pulled up to a pedestrian and stated, "pick that shit up, you f**king n-word." Then pointed a gun at him and drove off. Case # 230055292

On 9/22/2023, a student and teacher heard another student yell a racial slur at the football game. School is handling the matter administratively. No case number provided.

On 9/21/23, A middle school student reported seeing racial and antisemitic language written on a desk. No case number provided.

Police Reports of Anti-Hate

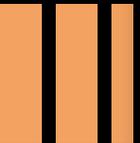
<https://www.montgomerycountymd.gov/pol/data/monthly-hate-bias-summaries.html>

On 8/19/2023, Unknown teenagers spray-painted an Anti-black racial slur on the retaining wall of a commercial business. Video surveillance captured the incidence. No case number provided.

On 8/22/2023, subject reported planting bombs in a school bathroom because of his anti-black, antisemitic views. The school was evacuated. No case number provided.

On 8/1/23, Anti-black Graffiti was observed on the side of a building. There were no cameras and no permanent damage to the building. No case number provided.

In May 2016, at Flower Valley Elementary in the 4th district, there was a noose hanging in the front of the school on the outside.



Hate-Bias in Our Schools

- Students and parents believe that complaint process about hate/bias incidents are flawed.
 - In one class, a white teacher said that **all the black students** look alike so that it was impossible to know their names.
 - When a **black student complained, no immediate action** was taken. Only after the black parents insisted on the issue being addressed and contacted the NAACP, was the issue addressed.
-

Voices from Our Community

Listening to Black/African American MCPS Students

Listening Session With MCPS



Black/African American Parents often don't feel welcomed at school events in Montgomery County Schools

- A black male parent who was a volunteer for an out of state and overnight band school field trip.
- During the field trip, a white parent **grabbed** him and asked him to leave the school activity because "**he did not belong** there and it was only for students/parents enrolled in that Montgomery County High School."
- When the black parent tried to explain that he belonged there because he was a parent, the white parent refused to believe him.
- The white parent eventually allowed him to stay once they located his daughter who confirmed he was indeed a Montgomery County School District parent.
- When the black parent complained to the school, **no action was taken**. The incident was not reported as a hate/bias incident to the MCPD

Schools Should Be No Place for Hate

- In another example, the **white Varsity tennis** team at a racially identifiable white MCPS high school exchanged **racially hateful and anti-Semitic texts** and Snapchat messages that were emailed to the administration and shared with the coach by a concerned parent.
- The students may have been disciplined but **the hate incident was not reported** to the MCPD.
- The coach was not disciplined and remains in charge of the Varsity tennis team. There are no black students on the tennis team.



Recommendations

Where Improvement is Needed:

- Montgomery County Criminal Justice System
- Montgomery County Public Schools
- Montgomery County Community

Ending Hate/Bias in the Montgomery County Criminal Justice System





Recommendations for Montgomery County Criminal Justice System

- **The County Council should augment the Committee Against Hate/Violence by adding representation from the State's Attorney Office and the Courts to:**
 - **(1) clearly identify and define the roots and motivations behind hate and hate incidents being committed in Montgomery County;**
 - **(2) dismantle and eliminate established hate groups and organizations; and**
 - **(3) work in concert to identify mechanisms to prevent radicalization of perpetrators and to de-radicalize known perpetrators of hate and hate crimes.**
- **Enforce the mandatory reporting requirement of hate/bias incidents by the police. Hold police accountable for failing to comply with the hate/bias reporting requirement.**



Recommendations for Montgomery County Criminal Justice System

- **Enhance state and local victims' funds to include extended payments for mental health care for victims of hate crimes.**
- **Advertise the ride-along program and encourage diverse communities to participate.**
- **Ensure that messaging by police is factually accurate and assures all communities of police protections against hate-bias incidents.**



Recommendations for Montgomery County Criminal Justice System

- **MCPD should significantly increase arrest of white male perpetrators of hate crimes and hate incidents occurring against Black students and people.**
- **The State's Attorney should prosecute every white male perpetrator of a hate crime or incident to the fullest extent of the applicable hate crime and/or hate incident laws.**
- **The Montgomery County District and Circuit Courts in conjunction with State and County Legislators should re-evaluate, update and increase sentencing guidelines for perpetrators of hate crimes and hate incidents resulting in serious injury or death of the victim.**

Ending Hate/Bias in Montgomery County Public Schools





Recommendations for Montgomery County Public School District

- **Create a parent advisory committee with term limits who meet directly with the Superintendent McKnight and her kitchen cabinet to review hate/bias incidents and proposed recommendations.**
- **Enforce the mandatory reporting requirement of hate/bias incidents in schools. Hold school administrators accountable for failing to comply with the reporting requirement.**
- **Plan an anti-hate month dedicated where circle talks, surveys, history (positive & informative), enrichment events (field days, block parties, celebrations showing unity for all) be implemented.**



Recommendations for Montgomery County Public School District

- Add a presentation on anti-hate MCPS programs/policies in middle school and high school orientations during the opening or first month of schools.
- Create randomized surveys to screen staff for anti-hate and bias.
- Display red stop signs with "hate" placed on MCPS property which will raise awareness and conversations. The message: MCPS does not support hate just as it forbids tobacco use on campus.
- Create a multi-cultural advisory committee for all levels like that of the MCPS athletics department's student athlete council. See <https://www2.montgomeryschoolsmd.org/departments/athletics/programs/student-athlete-leadership-council/>



Recommendations for Montgomery County Public School District

- **Revisit the Wilmer Hale Report: Addressing Supervision Structures for Athletics and Extracurricular Activities, Including Reporting Protocols for Bullying and Hazing (October 19, 2019) and implement its recommendations.**
- **Advertise the Hate/Bias incident form. Educate school administrators about the hate/bias and bullying reporting process.**
- **Establish guidelines for parents that addresses the need to respect diversity and methods for conflict resolution for parents and students.**
- **Publish hate/bias incidents in the same manner as MCPD in an annual hate/bias report for accountability and action.**

Ending Hate/Bias in the Montgomery County Community





Recommendations for Montgomery County Community

- **Montgomery County Council should hold periodic listening sessions with the Black and African American Community throughout the county.**
- **The County Council should work with the newly created Civil Rights Office of the Maryland State's Attorney General Office to assist with the development of civil rights policies for the state.**
- **County Officials should hold community meetings that target Black/African American Communities to educate the community about the anti-hate/bias efforts of the County Council.**



Recommendations for Montgomery County Community

- **The Office of Human Rights should expand outreach to the community about the Committee Against Hate/Violence's Partnership Fund.**
- **The County Council should adopt a resolution much like that adopted for Antisemitism for Islamophobia that supports the Black/African Community.**
- **Have more events like the Friendship Picnic which bring diverse communities together to celebrate Montgomery County's difference.**



Recommendations for Montgomery County Community

- **The County Council should facilitate or organize bystander training for the community.**
- **The County Council and County Executive should take actions that support federal passage of the Local Law Enforcement Hate Crimes Prevention Act, which aims to expand federal jurisdiction to prosecute criminal civil rights violations when state and local governments are unwilling or unable to do so.**
- **Advertise to the community that the State of Maryland (office of Victims Rights – Governors Office of Crime Control and Prevention has a Victims fund (<https://goccp.maryland.gov/>))**

Questions & answers

